

## STATE PERSONNEL SYSTEM HIGHLIGHTS

	Statewide	Higher Education	General Government
Number of State Personnel Employees*	31,458	9,481	21,977
Average Age of State Personnel Employees	45.7	46.8	45.2
Average Length of Service of State Personnel Employees	9.7	10.1	9.6
Average Annual Salary of State Personnel Employees	\$46,590	\$39,304	\$49,733
Percent Minorities of State Personnel Employees	25.4%	25.4%	25.4%
Percent Females of State Personnel Employees	49.0%	60.2%	44.1%
Percent of State Personnel Employees Eligible to Retire within the next Five Years**	29.5%	32.4%	28.3%
Annual Turnover Rate (FY 03-04)***	12.4%	13.5%	11.9%
Full-Time, Non-State Personnel System Employees (Includes Judicial and Legislative employees)****	18,790	15,461	3,329
Part-Time, Non-State Personnel System Employees (Includes Judicial and Legislative employees)	35,458	34,196	1,262
Employees Eligible for Benefits*****	36,283	9,713	26,570
Employees Enrolled for Medical Benefits	23,533	4,752	18,781
Employees Enrolled for Dental Benefits	28,780	5,856	22,924

**\* Definition of an employee of the state personnel system:**

- Often referred to as "a state classified employee" or a "civil service employee";
- Works in the state personnel system;
- Permanent full-time or part-time employee;
- Does not include higher education faculty;
- Does not include higher education professional staff/administrators;
- Does not include legislative or judicial staff; and,
- Does not include temporary/contingent employees.

**\*\* Retirement data is updated annually.**

**\*\*\* This information will be updated in the Annual Workforce Report scheduled for publication in October 2005. Definition of turnover for employees in the state personnel system:**

- Employee initiated separations;
- Employer initiated separations;
- Layoffs;
- Retirements;
- Deaths, and;
- Does not include employees who transfer from one department to another.

**\*\*\*\* Data provided for non-state personnel system employees is derived from a file compiled by the Payroll Unit of the Department of Personnel & Administration called, "PAYCHECK REPORT." It is a snapshot of the number of checks that were issued to state employees. It should be noted that this data might not be all-inclusive of all employees paid by the State of Colorado because only those employees paid through the CPPS system are included. It should also be noted that this data could include duplication as some individuals may receive more than one paycheck in a month, i.e., for a discretionary pay differential. This data may also include temporary employees.**

**\*\*\*\*\* Benefits:**

- Benefits information is gathered and summarized by higher education and non-higher education institutions, derived from an internal report from the DPA/DHR Benefits Unit. · Only permanent employees are eligible for benefits.
- Temporary employees are not eligible for benefits.
- Note that information includes non-state personnel system employees who are not in higher education, such as judicial and legislative employees, and executive directors.
- New hires are not eligible for benefits until the first month after hire.

## HIGHLIGHTS BY GENERAL GOVERNMENT DEPARTMENT & HIGHER EDUCATION INSTITUTION

Department	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Dept Of Agriculture	236	1.1%	\$50,426	47.2	12.1
Dept Of Corrections	5,464	24.9%	\$47,427	43.7	7.7
Dept Of Education	156	0.7%	\$41,702	46.7	9.9
Dept Of Health Care Policy & Finance	197	0.9%	\$58,179	43.8	5.6
Dept Of Human Services	5,074	23.1%	\$44,747	45.5	9.3
Dept Of Labor & Employment	1,086	4.9%	\$51,693	47.9	10.3
Dept Of Law	139	0.6%	\$49,956	47.3	9.2
Dept Of Local Affairs	166	0.8%	\$58,906	46.4	9.1
Dept Of Military & Veterans Affairs	105	0.5%	\$47,107	48.8	6.7
Dept Of Natural Resources	1,383	6.3%	\$56,641	45.4	11.9
Dept Of Personnel & Administration	510	2.3%	\$53,750	46.6	11.1
Dept Of Public Health & Environment	1,130	5.1%	\$60,380	46.2	9.7
Dept Of Public Safety	1,209	5.5%	\$55,168	40.9	10.2
Dept Of Regulatory Agencies	485	2.2%	\$59,421	48.4	10.6
Dept Of Revenue	1,379	6.3%	\$48,481	46.8	10.9
Dept Of State	109	0.5%	\$47,908	43.4	5.9
Dept Of Transportation	3,072	14.0%	\$49,800	46.1	11.1
Dept Of Treasury	24	0.1%	\$56,147	45.4	8.7
Governor's Office	2	0.0%	\$53,292	47.9	17.6
State Auditor's Office	51	0.2%	\$60,719	36.6	5.1
ALL DEPARTMENTS	21,977		\$49,733	45.2	9.6

Institution	Number of Employees	Percent	Annual Salary	Average Age	Years of Service
Colorado Commission On Higher Education	4	0.0%	\$39,969	52.4	18.6
Colorado Historical Society	40	0.4%	\$37,164	46.6	10.0
Community College Access Network	72	0.8%	\$40,937	49.0	11.0
Community College Of Aurora	49	0.5%	\$36,693	47.2	8.7
Colorado Northwestern Community College	34	0.4%	\$33,315	43.5	8.7
Adams State College	106	1.1%	\$33,107	45.1	9.7
Arapahoe Community College	83	0.9%	\$34,030	47.5	6.9
Auraria Higher Education Center	262	2.8%	\$36,513	46.3	9.5
Colorado Community College System	100	1.1%	\$46,082	46.7	11.1
Colorado School Of Mines	265	2.8%	\$42,649	47.7	8.7
Colorado State University	2,199	23.2%	\$38,337	47.8	10.8
Colorado State University - Pueblo	119	1.3%	\$38,907	48.8	14.4
Community College Of Denver	42	0.4%	\$40,647	43.8	10.1
Fort Lewis College	160	1.7%	\$36,940	47.4	8.5
Front Range Community College	217	2.3%	\$33,828	46.9	7.3
Lamar Community College	21	0.2%	\$32,498	49.9	10.6
Mesa State College	110	1.2%	\$31,957	47.8	7.0
Metropolitan State College Of Denver	222	2.3%	\$45,168	46.3	11.7
Morgan Community College	17	0.2%	\$30,260	46.4	6.4
Northeastern Junior College	53	0.6%	\$31,250	50.3	11.3
Otero Junior College	29	0.3%	\$31,454	46.4	13.6
Pikes Peak Community College	211	2.2%	\$36,063	44.2	7.6
Pueblo Community College	107	1.1%	\$32,866	46.7	9.1
Red Rocks Community College	97	1.0%	\$35,914	46.4	8.2
Trinidad State Junior College	39	0.4%	\$35,010	50.3	16.2
University of Colorado	4,217	44.5%	\$41,233	46.2	10.1
University Of Northern Colorado	537	5.7%	\$36,619	47.1	10.6
Western State College	69	0.7%	\$37,452	46.2	10.8
ALL INSTITUTIONS	9,480		\$39,304	46.8	10.1

Statewide					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	5,000	15.9%	\$34,351	47.3	9.6
Enforcement and Protective Services	5,829	18.5%	\$48,110	41.7	8.0
Financial Services	1,769	5.6%	\$49,827	46.4	10.5
Health Care Services	3,381	10.7%	\$42,731	45.5	7.9
Labor, Trades, and Crafts	5,344	17.0%	\$34,225	46.6	9.1
Medical	44	0.1%	\$120,313	50.9	7.6
Physical Sciences and Engineering	1,933	6.1%	\$66,941	46.3	12.3
Professional Services	7,880	25.0%	\$57,098	46.8	11.7
State Auditor's Office	44	0.1%	\$60,419	34.6	4.8
Teacher	234	0.7%	\$45,429	46.9	7.2

By General Government Department					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,315	10.5%	\$34,952	46.0	8.9
Enforcement and Protective Services	5,669	25.8%	\$47,966	41.8	7.9
Financial Services	1,081	4.9%	\$55,651	46.3	11.0
Health Care Services	2,842	12.9%	\$43,455	45.6	7.9
Labor, Trades, and Crafts	2,708	12.3%	\$37,627	46.6	9.3
Medical	44	0.2%	\$120,313	50.9	7.6
Physical Sciences and Engineering	1,621	7.4%	\$68,701	46.0	12.5
Professional Services	5,484	25.0%	\$59,477	47.0	11.6
State Auditor's Office	44	0.2%	\$60,419	34.6	4.8
Teacher	169	0.8%	\$53,849	49.4	8.4

By Higher Education Institution					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,685	28.3%	\$33,832	48.4	10.1
Enforcement and Protective Services	160	1.7%	\$53,214	41.3	10.1
Financial Services	688	7.3%	\$40,676	46.5	9.8
Health Care Services	539	5.7%	\$38,913	44.6	7.9
Labor, Trades, and Crafts	2,636	27.8%	\$30,729	46.7	8.8
Medical	0	0.0%	na	na	na
Physical Sciences and Engineering	312	3.3%	\$57,795	48.1	11.0
Professional Services	2,396	25.3%	\$51,653	46.2	12.2
Teacher	65	0.7%	\$23,538	40.3	4.1

Statewide					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	15,403	49.0%	\$43,612	46.2	9.7
Male	16,055	51.0%	\$49,446	45.2	9.8

By General Government Department					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	9,696	44.1%	\$46,991	45.3	9.1
Male	12,281	55.9%	\$51,897	45.1	9.9

By Higher Education Institution					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	5,707	60.2%	\$37,871	47.7	10.7
Male	3,774	39.8%	\$41,470	45.5	9.2

## ETHNICITY HIGHLIGHTS

Statewide					
Ethnicity	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Black	1,567	5.0%	\$42,511	45.0	8.7
American Indian or Alaska Native	357	1.1%	\$43,436	45.7	9.2
Asian	721	2.3%	\$44,609	44.4	9.5
Hispanic or Latino	5,325	16.9%	\$40,587	43.9	9.7
White, Non-Hispanic	23,465	74.6%	\$48,334	46.2	9.8
Native Hawaiian or Pacific Islander	23	0.1%	\$45,561	41.9	4.7

By General Government Department					
Ethnicity	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	243	1.1%	\$46,719	45.3	9.5
Asian	369	1.7%	\$53,391	44.0	9.4
Black	1,184	5.4%	\$44,658	44.8	8.3
Hispanic or Latino	3,775	17.2%	\$43,644	43.6	9.7
Native Hawaiian or Pacific Islander	12	0.1%	\$56,110	41.5	3.8
White, Non-Hispanic	16,394	74.6%	\$51,459	45.7	9.7

By Higher Education Institution					
Ethnicity	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	114	1.2%	\$36,437	46.6	8.5
Asian	352	3.7%	\$35,403	44.9	9.6
Black	383	4.0%	\$35,872	45.7	10.0
Hispanic or Latino	1,550	16.3%	\$33,141	44.6	9.7
Native Hawaiian or Pacific Islander	11	0.1%	\$34,053	42.4	5.6
White, Non-Hispanic	7,071	74.6%	\$41,089	47.5	10.3